

**CHARITABLE INCORPORATED ORGANISATION
REGISTERED CHARITY NUMBER: 1166947**

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31st March 2021**

for

Family Mediation Cymru

**BPU Limited
Chartered Accountants
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8AA**

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

Registered to carry on audit work
in the UK and regulated for a range
of investment business activities by
the Institute of Chartered Accountants
in England and Wales.

bpu Chartered Accountants is
a trading name of BPU Ltd
Company Number 3723948
Registered in Wales.

A list of directors is available from the
registered office above.

Family Mediation Cymru

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**FAMILY MEDIATION CYMRU
TRUSTEE'S ANNUAL REPORT
FOR THE YEAR ENDED 31ST MARCH 2021**

The charity Trustees present their annual report and financial statements for the year ended 31st March 2021. The financial statements comply with the Charities Act 2011, and Accounting and Reporting by charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) incorporating section 1a for smaller entities.

OBJECTIVES AND ACTIVITIES

To preserve and protect the health both mental and physical of adults and children predominately, but not only in Wales, in particular but not exclusively by:

- a) Providing mediation and conciliation to alleviate hardship and distress caused by the breakdown of marriage and family relationships;
- b) Providing information about mediation and conciliation services to raise awareness in the wider community; and
- c) To undertake other forms of mediation as the trustees see fit for the benefit of the community.

The charity's activities commenced in 2017, largely succeeding those of Family Mediation Cardiff (no. 515222). Contracts and all employees and assets were transferred to Family Mediation Cymru, and Family Mediation Cardiff was closed in 2019/20.

This service is of public benefit, both through being available to the general public, including clients who are eligible for public funding, and because it is of wider benefit in promoting policy objectives to reduce the effects of conflict, emotional harm and financial pressures on families dealing with relationship breakdown.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have regard to the public benefit guidance published by the Charity Commission for England and Wales.

ACHIEVEMENTS AND PERFORMANCE

Family Mediation Cymru is a charitable incorporated organisation which has succeeded the unincorporated association Family Mediation Cardiff, to reflect the expansion of the service and improve governance. The Charity provides family mediation services to Cardiff, Newport and surrounding areas. The Charity does not have any trading subsidiaries.

The period 2020/21 was an exceptional year due to the outbreak of the Covid-19 pandemic which greatly disrupted the family courts and impacted severely on referrals to Family Mediation Cymru. The result was that at the start of the financial year Family Mediation Cymru had to furlough nearly all staff except for one mediator and one administrator. Gradually as the year progressed more staff were brought back until the furlough scheme run by the UK Government finished at the end of October 2020. For the remainder of the financial year the

service has gradually been getting back to pre-pandemic levels, with demand for the service accelerating. However, this has involved new working practices, which staff have had to adapt to, where nearly all mediation work switched to online. Face to face mediation did gradually pick up but has constituted a much smaller proportion of total mediation work. The pandemic also negatively impacted in other ways such as planning the expansion of the service to other areas such as England or seeking other contracts such as training. However, the move to new premises has been a success and offers opportunities to expand the service. Demand for the service is high, and it is anticipated that this will remain, partly as a consequence of the pandemic and its likely negative impact on family relationships.

There were no serious incidents that required reporting to the Charity Commission during 2020/21. All eligible staff have had a Disclosure and Barring Service (DBS) check.

FINANCIAL REVIEW

The primary sources of funding were Legal Aid Agency(LAA), fee paying clients and UK government furlough grant. Fee paying clients are those who are not eligible for public funding under the contract with the LAA, and are charged an hourly rate calculated in accordance with their personal income, as agreed by the Trustees. The Charity does not work with a professional fund raiser nor work with a commercial participator. The Charity did not receive any income in this accounting period from outside the UK.

Expenditure is primarily salaries of mediators and support staff providing mediation services with associated running expenses. Excluding Trustees, the Charity did not employ volunteers.

The accounts show a surplus at 31st March 2021 of £4,967 (2019/20: surplus £24,193) on total income of £174,333 (2019/20: £223,212). At 31st March 2021 the unrestricted reserve balance had increased to £43,750. The Charity has a policy to keep in reserve sufficient funds to cover three months expenditure which would be approximately £42,341 based on the 2021 average.

Comparison of finances 2020/19 to 2020/21 is problematical due to the exceptional nature of the Covid19 pandemic. Without the furlough arrangements and funding provided by the UK government it is possible the Charity would not have survived. The Charity, as successor to Family Mediation Cardiff, received a one off transfer of £49,938 in 2019/20 from winding up Family Mediation Cardiff. If this transfer is excluded from the 2019/20 income then there would have been an underlying deficit of £25,745 in 2019/20. Taking this into account, the Charity has therefore moved from a deficit to a surplus, which is good news, but does not reflect normal working practices or a stable referral pattern.

A risk assessment of the service is reviewed by the Trustee management committee, including such matters as child protection, staff issues, financial safeguards, and the reserves policy. Professional Indemnity Insurance for Staff and Trustees is in place. There were no expenses paid to Trustees during the year.

STRUCTURE AND GOVERNANCE

The Charity is a Charitable Incorporated Organisation and is governed by its constitution. The Charity holds an Annual General Meeting and usually has four Management Meetings per

annum at which the Service Director presents reports. Throughout 2020/21 the management meetings were more frequent and both these and the AGM were held online. The Charity operates from its offices at 7 Guildford Street, Cardiff and serves the community of Cardiff and the surrounding areas.

Appointment of new Trustees, subsequent to initial Trustee appointments, is for a term of 3 years. Appointment of any new Trustees is made by existing Trustees at an annual meeting.

REFERENCE AND ADMINISTRATION DETAILS

Name: Family Mediation Cymru

Charity Number: 1166947

Registered Office: 7 Guildford Street
Cardiff
CF10 2HL

Telephone Number: 02920 229692

Trustees:

Mr Paul Munkenbeck (Chair)
Mrs Thea Hughes (Treasurer)
Mrs Julie Doughty (Vice Chair)
Ms Fiona Jones (resigned 24th November 2020)
Ms Catrin Wallace (appointed 7th June 2021)

Service Director: Ms Helen Johnson

Bankers:

HSBC Bank plc
15 Churchill Way
Cardiff
CF10 2HD

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Independent Examiner: Nicholas Toye FCA

BPU Limited
Chartered Accountants
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff, CF23 8AA

PLANS FOR FUTURE PERIODS

The Covid-19 pandemic still poses a number of challenges to operating the service where family courts have been disrupted and mediation has moved from face to face contact to being predominately online. It is anticipated that the pandemic is likely to increase problems for families, especially those in conflict and that demand for mediation services is likely to rise. The recruitment of more professional qualified mediators remains a key objective to meet demand. The Charity will therefore continue to provide mediation services to the communities of Cardiff, Newport and the surrounding areas and hope to maintain and increase our service provision where opportunities arise.

STATEMENT OF TRUSTEE RESPONSIBILITY

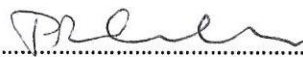
The charity Trustees are responsible for preparing in accordance with applicable law and regulations and in accordance with United Kingdom Generally Accepted Accounting Practice, the trustee report and financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources including its income and expenditure and the surplus/ deficit of the charity for that period.

In preparing financial statements, the trustees are required to:

- a. Select suitable accounting policies and then apply them consistently;
- b. Observe the methods and principles of the Charity SORP;
- c. Make judgements and accounting estimates that are reasonable and prudent;
- d. State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- e. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the transactions and disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the financial information included on the charities website.

Signed.....  Paul Munkenbeck (Chair)

Date..... 21st JANUARY 2022

Independent Examiner's report to the Trustees of Family Mediation Cymru

2

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act'). Having satisfied myself that the accounts of the Charity under Section 144 of the Charities Act 2011 are not required to be audited and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the 2011 Act. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- 1 accounting records were not kept in respect of the Charity as required by section Section 130 of the Charities Act 2011; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the accounting requirements of the Charities Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

NToye

Nicholas Teye
FCA
BPU Limited
Chartered Accountants

21/1/22

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

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Family Mediation Cymru

Statement of Financial Activities (Income and Expenditure Account)
for the Year Ended 31st March 2021

		<u>Unrestricted</u>	<u>Restricted</u>	<u>2021</u>	<u>2020</u>
		<u>funds</u>	<u>funds</u>	<u>Total</u>	<u>Total</u>
	<u>Notes</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
<u>Income and endowments from:</u>					
Donations and legacies	3	30,758	-	30,758	51,938
Charitable activities	4	141,575	2,000	143,575	170,674
Other	5	-	-	-	600
Total Income		172,333	2,000	174,333	223,212
<u>Expenditure on:</u>					
Charitable activities	6	167,655	1,711	169,366	199,019
Total Expenditure		167,655	1,711	169,366	199,019
Net income		4,678	289	4,967	24,193
<u>Reconciliation of Funds</u>					
Total funds brought forward	13	<u>39,072</u>	=	<u>39,072</u>	<u>14,879</u>
Total funds carried forward	13	<u>43,750</u>	<u>289</u>	<u>44,039</u>	<u>39,072</u>

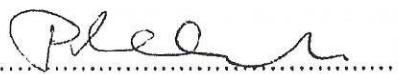
The notes form part of these financial statements

Family Mediation Cymru

Balance Sheet 31st March 2021

	<u>Notes</u>	<u>2021</u> £	<u>2020</u> £
FIXED ASSETS			
Tangible Assets	9	1,731	2,194
CURRENT ASSETS			
Debtors	10	2,664	16,541
Cash at Bank and in Hand		<u>58,157</u>	<u>28,084</u>
		60,821	44,625
CREDITORS : Amounts Falling			
Due within One Year	11	<u>(18,513)</u>	<u>(7,747)</u>
NET CURRENT ASSETS		<u>42,308</u>	<u>36,878</u>
TOTAL ASSETS LESS CURRENT LIABILITES		<u>44,039</u>	<u>39,072</u>
FUNDS	13		
Unrestricted funds		43,750	39,072
Restricted funds		<u>289</u>	=
TOTAL FUNDS		<u>44,039</u>	<u>39,072</u>

The financial statements were approved by the Board of the Trustees and authorised for issue on
17th JANUARY 2022 and were signed on its behalf by:



Signature

Paul Munkenbeck

Charity certificate number: 1166947

The notes form part of these financial statements.

Family Mediation Cymru

Notes to the Financial Statements for the Year Ended 31st March 2021

1 ACCOUNTING POLICIES

Basis of preparing the financial Statements

The financial statements of the Charitable Incorporated Organisation, which meets the definition of a public benefit entity, have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (Charities SORP FRS 102), incorporating section 1A for smaller entities and comply generally with the Charities Act 2011. The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest £ and have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. The following specific policies are applied to particular categories of income:

- i) Voluntary income is received by way of donations and is included in accounts when receivable.
- ii) Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant which will normally be when the grant is actually received. Grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Deferred income represents grant monies received for future periods and released to incoming resources in the period to which it relates.
- iii) Donated services and facilities are included at the value to the charity where this can be quantified and are material.
- iv) Investment income and all other income is recognised when receivable.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Family Mediation Cymru

Notes to the Financial Statements - continued for the Year Ended 31st March 2021

Tangible fixed assets

Depreciation is provided on tangible fixed assets at rates calculated to write off the cost of each asset over its estimated useful life. Assets are originally included at cost and depreciated as:

Office equipment - charged on a 25% reducing balance method.

Fixtures and Fittings - charged on a 25% reducing balance method.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted Funds are those funds received or generated for the objects of the Charity without further specified purpose and are available to use at the discretion of the Trustees in accordance with the charitable objectives of the charity.

Restricted Funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the Donor or when funds are raised for particular restricted purposes. Expenditure which meets these criteria is identified to the Fund, together with a fair allocation of management and support costs.

Cash Flow Statement

The organisation has not prepared a Cash Flow Statement on the grounds that the charity is small.

Pension costs and other post-retirement benefits

The organisation operates a defined contribution scheme for employees. Contributions to the scheme are charged fully to the Statement of Financial Activities in the period that they relate to.

2 NET INCOME/(EXPENDITURE) FOR THE YEAR

This is stated after charging:-

	<u>2021</u>	<u>2020</u>
	<u>£</u>	<u>£</u>
Depreciation on owned assets	848	731
Independent Examiners Fees	<u>1,470</u>	<u>1,580</u>
	<u>2,318</u>	<u>2,311</u>

Family Mediation Cymru

Notes to the Financial Statements - continued for the Year Ended 31st March 2021

	<u>2021</u>	<u>2020</u>
3 Income: Donations and legacies		
Family Mediation Cardiff	-	49,938
Other donations received	3,000	2,000
HMRC Furlough income	27,758	-
	<u>30,758</u>	<u>51,938</u>

All donation & legacy income is unrestricted in 2021 and the 2020 year.

	<u>2021</u>	<u>2020</u>
	<u>£</u>	<u>£</u>
4 Income from charitable activities	<u>143,575</u>	<u>170,674</u>
Included in the above, are as follows:		
	<u>2021</u>	<u>2020</u>
	<u>Total</u>	<u>Total</u>
	<u>£</u>	<u>£</u>
<u>Unrestricted grants & contracts receivable:</u>		
Legal Aid Agency	77,046	88,634
Cafcass Cymru WAG	-	4,710
	<u>77,046</u>	<u>93,344</u>
<u>Other unrestricted receivable:</u>		
Mediation Services	64,529	77,330
	<u>141,575</u>	<u>170,674</u>
<u>Restricted grants receivable:</u>		
Community Foundation Wales	<u>2,000</u>	<u>-</u>

The Mediation services are carried out as part of the direct charitable activities of the charity and are the primary purpose of trading. The restricted grant is allocated in accordance to the terms set out in the funding agreement.

	<u>2021</u>	<u>2020</u>
	<u>£</u>	<u>£</u>
5 Other		
Rental income	<u>-</u>	<u>600</u>

All other income is unrestricted.

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

6 Expenditure on : Charitable activities

	Note	<u>Unrestricted</u> <u>Charity</u> <u>Activities</u>	<u>Restricted</u> <u>Charity</u> <u>Activities</u>	<u>2021</u> <u>TOTAL</u>	<u>2020</u> <u>TOTAL</u>
<u>Direct costs</u>					
Salaries, NI and Pensions	7	144,443		144,443	162,952
Self employed mediators				-	1,380
Training		415		415	1,885
Premises: Rent, rates, heat & light & room hire		8,756	733	9,489	14,580
Insurances		779		779	751
Travelling & subsistence		126		126	851
Subscriptions		941		941	2,884
<u>Support costs allocated to activities - staff usage</u>					
Refreshments		94		94	269
Sundry & cleaning expenses		1,170		1,170	2,219
Equipment maintenance & IT costs		2,274	882	3,156	1,974
Advertising & publicity		358		358	245
Hire of equipment		857		857	1,340
Printing, post & stationery		1,676		1,676	1,953
Telephone & Fax		2,404		2,404	1,681
Bank & card machine charges		1,140		1,140	1,468
Legal & professional fees				-	275
Depreciation		752	96	848	731
<u>Governance expenses</u>					
Independent Examiner fees		1,470		1,470	1,580
		167,655	1,711	169,366	199,019

Family Mediation Cymru

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

7 STAFF COSTS AND NUMBERS

	<u>2021</u>	<u>2020</u>
	<u>£</u>	<u>£</u>
Salaries and Wages	134,071	149,110
Social Security Costs	3,797	6,064
	137,868	155,174
Pension contributions to defined Contributions Scheme	6,575	7,778
	<u>144,443</u>	<u>162,952</u>

Allocated as follows:

No employee received emoluments of more than £60,000

The number of employees (part-time and full-time) during
the year was as follows:-

	<u>2021</u>	<u>2020</u>
Cost of activities in furtherance of the charity's objectives	<u>10</u>	<u>12</u>

8 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
	<u>funds</u>	<u>funds</u>	<u>funds 2020</u>
	<u>£</u>	<u>£</u>	<u>£</u>
<u>Income and endowments from:</u>			
Donations and legacies	51,938	-	51,938
Charitable activities	170,674	-	170,674
Other	600	-	600
Total Income	<u>223,212</u>	<u>-</u>	<u>223,212</u>
<u>Expenditure on:</u>			
Charitable activities	199,019	-	199,019
Total Expenditure	<u>199,019</u>	<u>-</u>	<u>199,019</u>
Net income	<u>24,193</u>	<u>-</u>	<u>24,193</u>
<u>Reconciliation of Funds</u>			
Total funds brought forward	<u>14,879</u>	<u>-</u>	<u>14,879</u>
Total funds carried forward	<u>39,072</u>	<u>-</u>	<u>39,072</u>

Family Mediation Cymru

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

9 TANGIBLE FIXED ASSETS

	<u>Office Equipment</u> £	<u>Fixtures & Fittings</u> £	<u>Total</u> £
COST			
At 1st April 2020	4,933	125	5,058
Additions in the Year	385	-	385
At 31st March 2021	<u>5,318</u>	<u>125</u>	<u>5,443</u>
DEPRECIATION			
At 1st April 2020	2,739	125	2,864
Charge for the Year	848	-	848
At 31st March 2021	<u>3,587</u>	<u>125</u>	<u>3,712</u>
NET BOOK VALUE			
At 31st March 2021	<u>1,731</u>	<u>-</u>	<u>1,731</u>
At 31st March 2020	<u>2,194</u>	<u>-</u>	<u>2,194</u>

10 DEBTORS

	<u>2021</u> £	<u>2020</u> £
Amounts due within one year:		
Legal Aid Agency due to FM Cymru	-	14,387
Income receivable	475	375
Prepayments	<u>2,189</u>	<u>1,779</u>
	<u>2,664</u>	<u>16,541</u>

11 CREDITORS

	<u>2021</u> £	<u>2020</u> £
Amounts falling due within one year:		
Legal Aid Agency owed by FM Cymru	3,568	-
Accrued Expenses	3,590	1,577
VAT Liability	<u>11,355</u>	<u>4,592</u>
PAYE	<u>-</u>	<u>1,578</u>
	<u>18,513</u>	<u>7,747</u>

Family Mediation Cymru

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

12 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>Unrestricted</u> <u>fund</u>	<u>Restricted</u> <u>funds</u>	<u>2021 Total</u> <u>funds</u>	<u>2020 Total</u> <u>funds</u>
	£	£	£	£
Fixed assets	1,442	289	1,731	2,194
Current assets	60,821	-	60,821	44,625
Current liabilities	(18,513)	-	(18,513)	(7,747)
	<u>43,750</u>	<u>289</u>	<u>44,039</u>	<u>39,072</u>

13 MOVEMENT IN FUNDS YEAR TO 31ST MARCH 2021

	<u>Balance</u> <u>01/04/2020</u>	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u> <u>31/03/2021</u>
Unrestricted funds	39,072	172,333	167,655	43,750
Restricted funds	-	2,000	1,711	289
TOTAL FUNDS	<u>39,072</u>	<u>174,333</u>	<u>169,366</u>	<u>44,039</u>

COMPARATIVES FOR MOVEMENT IN FUNDS YEAR TO 31ST MARCH 2020

	<u>Balance</u> <u>01/04/2019</u>	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u> <u>31/03/2020</u>
Unrestricted funds	14,879	223,212	199,019	39,072
Restricted funds	-	-	-	-
TOTAL FUNDS	<u>14,879</u>	<u>225,212</u>	<u>200,730</u>	<u>39,072</u>

A CURRENT YEAR 12 MONTHS AND PRIOR YEAR 12 MONTHS COMBINED
POSITION IS AS FOLLOWS:

	<u>Balance</u> <u>01/04/2019</u>	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u> <u>31/03/2021</u>
Unrestricted funds	14,879	395,545	366,674	43,750
Restricted funds	-	2,000	1,711	289
TOTAL FUNDS	<u>14,879</u>	<u>397,545</u>	<u>368,385</u>	<u>44,039</u>

Family Mediation Cymru**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

14 GOING CONCERN

There are no material uncertainties about the charity's ability to continue as a going concern.

15 FINANCIAL INSTRUMENTS

The Charity has only basic financial instruments (Bank and cash) and these are included in the accounts as and when they are received.

16 LIABILITIES OF TRUSTEES

The entity is a charitable incorporated organisation.

17 TRUSTEES' REMUNERATION AND BENEFITS

The Trustees received no remuneration and did not receive any other benefits during the year ended 31st March 2021 or the 2020 year. The Trustees were not reimbursed for any expenses during the year or the previous year.

18 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year.

Family Mediation Cymru

Detailed Statement of Financial Activities for the Year Ended 31st March 2021

<u>Income and endowments</u>	<u>2021</u>	<u>2020</u>
Unrestricted Donations & Furlough income	30,758	51,938
Legal Aid Agency	77,046	88,634
Cafcass Cymru WAG	-	4,710
Mediation Services	64,529	77,330
Community Foundation Wales grant	2,000	-
Rental income	-	600
Total incoming resources	174,333	223,212
<u>Expenditure</u>		
Salaries, NI and Pensions	144,443	162,952
Self employed mediators	-	1,380
Training	415	1,885
Premises: Rent, rates, heat & light & room hire	9,489	14,580
Insurances	779	751
Travelling & Subsistence	126	851
Subscriptions	941	2,884
Refreshments	94	269
Sundry & Cleaning expenses	1,170	2,219
Equipment maintenance & IT costs	3,156	1,974
Advertising & Publicity	358	245
Hire of Equipment	857	1,340
Printing, Post & Stationery	1,676	1,953
Telephone & Fax	2,404	1,681
Bank & Card machine Charges	1,140	1,468
Independent Examiner fees	1,470	1,580
Legal & Professional fees	-	275
Depreciation	848	731
	169,366	199,019
Net income	4,967	24,193

This page does not form part of the statutory financial statements.